

**CITY OF CEDAR RAPIDS BENEFITS SUMMARY
TRANSIT BARGAINING EMPLOYEES – Choice Plan
JANUARY 1, 2017 THROUGH DECEMBER 31, 2017**

Health Insurance - [Wellmark Blue Cross and Blue Shield](#)

- Eligible first of second month following employment; (i.e. employment dates anytime in month of January then eligible for coverage March 1). **All new hires start at the “Without Wellness” Premiums for their first year of service. (see below)**
- Single medical deductible \$500 per benefit year; For satisfaction of the family deductible amount, no more than one individual deductible (\$500) will apply for any one person. After the deductible is satisfied for one individual, other family members’ claims will be combined to satisfy the remainder of the family deductible (\$1,000)
- Single medical maximum \$2,000 out of pocket expenses per benefit year; For satisfaction of the family medical maximum amount, no more than one individual maximum out of pocket (\$2,000) will apply. Other family members’ claims will be combined to satisfy the remainder of the family out of pocket expense (\$4,000) per benefit year
- Medical Co-Insurance: Participating providers - 90% plan / 10% employee; Non-participating providers - 80% plan / 20% employee
- Preventative Care: Plan pays 100%
- 3 Tier Drug Card; Co-Insurance= 10%, 25%, 40%; No deductible, Out of Pocket Maximum: \$1500/individual & \$4500/family.

Pre-tax Choice Health Insurance Premiums				
Full-time Employees				
	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Employee Premium with Wellness Participation	\$30.19	\$60.38	\$46.46	\$81.64
Employee Premium without Wellness Participation	\$60.38	\$120.75	\$92.93	\$163.28
Total Premium	\$603.75	\$1,207.50	\$929.25	\$1,632.75

Total Premium includes Employee and City Contribution

Dental Insurance - [Delta Dental of Iowa](#)

- Eligible first of second month following employment
- 100% routine diagnostic and preventative services (2 per year)
- 80% routine restorative services without deductible; 50% major restorative services after deductible
- \$1,000 maximum benefit per individual, per benefit year, for all services
- Orthodontics apply to dependents under age 19, with maximum lifetime benefit of \$750 over 2-year period

Pre-tax Dental Insurance Premiums				
Full-time Employees				
	Employee Only	Employee + Spouse	Employee + Child(ren)	Family
Employee	0.00	29.00	35.00	58.00
City	29.00	29.00	29.00	29.00
Total	29.00	58.00	64.00	87.00

Long-Term Disability Insurance - [Madison National Life](#)

- Eligible first of second month following employment
- 90-calendar day waiting period before benefit payments begin
- Pays 66-2/3% of gross salary, minimum of \$50/month; offset for other disability payments (i.e. social security)
- Premium: .240% of base salary; City pays 100%

Basic Life Insurance (Term) - [Madison National Life](#)

- Eligible first of second month following employment
- \$25,000 face value with Accidental Death & Dismemberment benefits
- City pays 100%

Supplemental Life Insurance (Term) - [Madison National Life](#)

- Eligible first of second month following employment
- Purchase in multiples of \$5,000 up to five times annual salary to \$500,000 maximum
- Employee premium varies; City pays \$0

IRS Section 125 Flex Plan – [ASI, Inc.](#)

This is only a summary. Please refer to the Personnel Policy Manual, or applicable labor agreement for complete information.

- Program offers pre-tax options for:
 - Premium Advantage: premiums you pay for health and dental coverage automatically deducted pre-tax
 - Medical Reimbursement: non-reimbursed medical expenses
 - Dependent Care: reimbursement for work-related dependent day-care costs
- Funded by employee elected pre-tax payroll deductions
- Plan year: January - December

Retirement

- [Iowa Public Employee Retirement System \(IPERS\)](#)
 - Membership mandatory, vested after 7 years
 - Administered by State of Iowa
 - Contributions: Employee – 5.95%; City – 8.93%
- FICA:
 - Social Security: Employee and City - 6.20% to \$127,000 covered wages.
 - Medicare: Employee and City - 1.45% on the first \$200,000; 2.35% above \$200,000.

Deferred Compensation (IRS Section 457) - Multiple Providers & Investment Options

- Voluntary employee-funded retirement savings program (Federal/State tax deferred)
- Tax deferred contributions:
 - Minimum - \$10 bi-weekly
 - Maximum - 2017 regular limit: 50% of gross salary up to \$18,000 – Over 50 catch-up limit: \$6,000

Flex Leave

- Leave is accrued on a monthly basis and is available for use as it is earned; regular PT pro-rated to budgeted work week
- Combines traditional leaves (vacation, sick leave, funeral leave, and personal days)
- Leave is accumulated into a flex-leave account and a long-term illness/injury account
- Long-term illness and injury coordinates with long-term disability insurance

Employee Status	1-12 months	13-60 months	61-144 months	145-216 months	217 months thereafter
Overtime Eligible	12.7 hrs/month	16.0 hrs/month	19.4 hrs/month	22.7 hrs/month	26.0 hrs/month

Holidays

- New Year’s Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day

Longevity

- Semi-annual payments recognize long-term service; regular PT pro-rated to budgeted work week

Years of Service	5	10	15	20	25
Payments Per Month	\$24	\$48	\$72	\$96	\$120

Employee Assistance Program - Mercy Medical Center

- Counseling services (marital discord, depression, divorce, family issues, financial concerns, anxiety, substance abuse, grief/loss) for employees and family members; 5 sessions per member (June – May)
- Premium: \$1.55/month; City pays 100%

Employee Recognition Program

- Retirement awards, customer service and other recognition activities